DOCUMENT RESUME

ED 394 609 JC 960 346

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TITLE Executive Compensation in California Community Colleges, 1995-96.
INSTITUTION California Community Colleges, Sacramento. Office of the Chancellor.
PUB DATE May 96
NOTE 7p.; For the 1993-1994 compensation report, see ED 370 664.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC01 Plus Postage.
DESCRIPTORS College Administration; *College Presidents; Community Colleges; *Compensation (Remuneration); *Educational Finance; *Salaries; School District Spending; State Surveys; Tables (Data); Two Year Colleges
IDENTIFIERS *California Community Colleges

ABSTRACT

To assist the California Community College's Board of Governors in a search for a new chancellor, the Chancellor's Office (CO) undertook a study of the compensation of the chief executives of system districts and colleges. Data were collected from the CO's Management Information System and telephone calls to district offices. Total compensation was defined as annual base salaries as well as any stipends for extra education and duties, such as a doctorate or service in dual positions. Three organizational configurations were found to exist in the state's community colleges: 19 were multi-college districts administered by chancellors, 54 were colleges in multi-college districts administered by presidents, and 52 were single colleges in single-college districts administered by superintendents or presidents acting as chief executive officers. Study findings included the following: (1) the highest total compensation for a chancellor of a multi-college district was $145,000, while the lowest was $109,000; (2) the total compensation of the 54 presidents of colleges within multi-college districts ranged from $119,974 to $81,624, with an average of $96,464; and (3) the highest compensation received by a superintendent or president of single-college districts was $156,126, the lowest compensation received was $83,000, and the average was $103,492. (TGI)

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ED 394 609

Executive Compensation in California Community Colleges

1995-1996

May 1996

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JC 960 346

Preface

This is the first report produced on compensation of California community college executives by the Chancellor's Office. It was assembled in response to a request from the Board of Governors.

Last year for the first time, the California Community Colleges were included in a report by the California Postsecondary Education Commission (CPEC) entitled *"Executive Compensation In California's Public Higher Education."* The CPEC report was completed in June 1995 showing compensation for executives at the systemwide offices and campuses of the University of California, California State University, and for the first time, California Community Colleges. It was based on data from 1994.

In preparation for the search for a new chancellor for the California Community Colleges, the Board of Governors asked for more recent information on the compensation of the chief executives at the district and college level, and top management at the Chancellor's Office. Therefore, staff has prepared *"Executive Compensation in California Community Colleges, 1995-1996"* based on data from 1995. It is important to remember that there are at any point in time some interim positions and some new hires in which contracts are re-negotiated. The information in this report was developed from data collected in the Chancellor's Office Management Information Systems Unit as of October 1995. Those institutions who did not report, or who needed their data to be verified, are listed with an asterisk, and this data was collected in Spring of 1996 with a phone call. We wish to thank Vera Weise and Channing Yong who are responsible for the information and provided the brief analysis.

This report is shared with the Board of Governors, California Postsecondary Education Commission, local trustees, chief executive officers, and any other interested parties who may have a need for the information. Technical questions regarding the data may be directed to Channing Yong at the Research and Analysis Unit at (916) 327-5883.

Judy Walters, Vice Chancellor
Policy Analysis and Development Division

Compensation of Chief Executives in the California Community Colleges

1996-97

This information on executive compensation was collected from the Chancellor's Office Management Information System, and in the cases where data was missing, from telephone calls to the district offices. The total compensation of these chief executives include their annual base salaries as well as any stipends for extra education and duties (doctorate, serving in dual positions, etc.).

Among the community colleges are found three main organizational arrangements. The complexity and breadth of responsibility for the chief executive officers varies between these different organizational structures. The three major organizational configurations are:

- 19 multi-college districts administered by chancellors,
- 54 colleges with multi-college districts administered by presidents,
- 52 single colleges in single-college districts administered by superintendent/presidents as chief executive officers.

Because of the differences in organizational structure among the community colleges and the variations in the chief executives' responsibilities, the information is presented for three groups of chief executives (corresponding to the three organizational arrangements found among the community colleges).

Chancellors of Multi-College Districts: The highest total compensation for a chancellor of a multi-college district is $145,000 in Saddleback CCD. The lowest compensation for a chancellor is $109,000 in Yosemite CCD. The average compensation for the 19 chancellors of multi-college districts $121,453.

College Presidents in Multi-College Districts: The total compensations of the 54 presidents of individual colleges within multi-college districts range from $119,974 at both Contra Costa College and Diablo Valley College to $81,624 at both the College of Alameda and Vista College. The 54 college presidents average total compensation is $96,464.

Superintendents/Presidents of Single-College Districts: The highest compensation received by a superintendent/president is $156,126 at San Francisco CCD. The lowest compensation of $83,000 is received by the superintendent/president at Lassen CCD. The average compensation for the 52 superintendent/presidents is $103,492.

Designated Compensation for
California Community Colleges, Chancellor's Office Executive Staff

1994-94 and 1995-96

Title	Designation	1995-96 Salary
Chancellor	Exempt	$115,068*
Deputy Chancellor	Exempt	103,176*
Vice Chancellor, Fiscal Policy	Exempt	98,652*
Vice Chancellor, Legal Affairs and Contracts	CEA	91,056
Vice Chancellor, Human Resources	Exempt	90,792*
Vice Chancellor, Economic Development/ Vocational Education	Exempt	90,792*
Vice Chancellor, Student Services and Special Programs	Exempt	90,792*
Vice Chancellor, Curriculum and Instructional Resources	CEA	80,580
Vice Chancellor, Policy Analysis and Development	CEA	80,580
Vice Chancellor, Governmental Relations	CEA	73,308
Vice Chancellor, Management Information Systems	CEA	73,308
Mean Salary of Vice Chancellors		$85,540

* Salaries listed do not reflect the reduction of approximately five percent in actual compensation for Personal Leave Program, restored January 1, 1996.

District/College	Annual Salary	Annual Stipend	Total Compensation	
*Allan Hancock	$99,750	$8,400	$108,150	
*Antelope Valley	105,404	0	105,404	
Barstow	84,000	0	84,000	
*Butte	107,023	0	107,023	
*Cabrillo	101,852	0	101,852	
Cerritos	118,530	0	118,530	
*Chabot-Las Positas	118,000	0	118,000	
Chabot	87,276	0	87,276	
Las Positas	87,060	0	87,060	
Chaffey	105,408	0	105,408	
Citrus	97,319	0	97,319	
*Coast	123,738	1,609	125,347	
Coastline	94,911	0	94,911	
Golden West	94,911	0	94,911	
Orange Coast	93,349	0	93,349	
*Compton	95,000	4,200	99,200	
*Contra Costa	116,000	0	116,000	
* Contra Costa	114,261	5,713	119,974	
* Diablo Valley	114,261	5,713	119,974	
* Los Medanos	100,500	1,000	101,500	Interim
*College of the Desert	91,575	0	91,575	
El Camino	108,400	0	108,400	
Feather River	91,500	5,490	96,990	
Foothill-DeAnza	130,000	0	130,000	
Foothill	95,790	2,500	98,290	
DeAnza	95,790	0	95,790	
Fremont-Newark	86,498	4,377	90,875	
*Gavilan	95,000	0	95,000	
Glendale	112,000	0	112,000	
Grossmont-Cuyamaca	116,000	0	116,000	
* Cuyamaca	93,984	2,102	96,086	
* Grossmont	90,335	845	91,180	
Hartnell	95,500	0	95,500	
Imperial	83,513	0	83,513	
Kern	116,866	0	116,866	
Bakersfield	101,177	0	101,177	
Cerro Coso	91,335	0	91,335	
Porterville	87,654	0	87,654	
Lake Tahoe	84,975	0	84,975	
*Lassen	83,000	0	83,000	
Long Beach	107,800	0	107,800	
*Los Angeles	125,000	0	125,000	
East Los Angeles	94,456	0	94,456	
Los Angeles City	94,456	0	94,456	
Los Angeles Harbor	94,456	0	94,456	
Los Angeles Mission	90,789	0	90,789	
Los Angeles Pierce	95,617	0	95,617	
Los Angeles Southwest	93,712	0	93,712	
Los Angeles Trade-Tech	94,456	0	94,456	
Los Angeles Valley	89,627	0	89,627	
West Los Angeles	95,617	0	95,617	
Los Rios	115,000	0	115,000	
American River	94,215	0	94,215	
* Cosumnes River	93,359	0	93,359	
Sacramento City	95,928	0	95,928	
*College of Marin	102,000	0	102,000	
Mendocino-Lake	82,008	3,690	85,698	
Merced	92,880	0	92,880	
*MiraCosta	125,698	0	125,698	
Monterey Peninsula	99,000	0	99,000	
*Mt. San Antonio	128,237	8,400	136,637	

* The information for this table was developed from the Chancellor's Office MIS Unit and in the cases of those institutions with an (*), the data was collected and verified by telephone calls to the districts' offices of Human Resources.

District/College	Annual Salary	Annual Stipend	Total Compensation	
Mt. San Jacinto	$93,275	0	$93,275	
Napa Valley	101,160	0	101,160	
North Orange County	121,125	0	121,125	
Cypress	89,301	0	89,301	
Fullerton	89,301	0	89,301	
*Palo Verde	89,500	0	89,500	
*Palomar	117,109	0	117,109	
Pasadena Area	121,992	0	121,992	
*Peralta	111,430	800	112,230	Interim
College of Alameda	81,624	0	81,624	
Laney	94,656	8,640	103,296	
* Merritt	106,246	3,240	109,486	Interim
Vista	81,624	0	81,624	
Rancho Santiago	105,496	0	105,496	
Redwoods	93,500	1,000	94,500	
Rio Hondo	105,000	0	105,000	
Riverside	124,032	0	124,032	
Saddleback	145,000	0	145,000	
Irvine	98,984	0	98,984	
Saddleback	98,984	0	98,984	
San Bernardino	110,896	0	110,896	
Crafton Hills	97,267	0	97,267	
San Bernardino Valley	97,267	0	97,267	
*San Diego	140,000	0	140,000	
* San Diego City	100,200	0	100,200	
* San Diego Mesa	100,200	0	100,200	
* San Diego Miramar	95,424	0	95,424	
San Francisco	156,126	0	156,126	
San Joaquin Delta	110,854	0	110,854	
San Jose-Evergreen	112,200	0	112,200	
* Evergreen Valley	100,922	0	100,922	
* San Jose	91,539	0	91,539	Interim
San Luis Obispo County	92,275	2,200	94,475	
*San Mateo County	123,000	0	123,000	
* Cañada	94,092	0	94,092	
* College of San Mateo	103,980	0	103,980	
* Skyline	103,980	0	103,980	
Santa Barbara	97,225	1,200	98,425	
College of the Canyons	109,000	0	109,000	
*Santa Monica	115,000	0	115,000	
*College of the Sequoias	98,583	0	98,583	Interim
Shasta-Tehama-Trinity	105,341	0	105,341	
Sierra	99,999	7,450	107,449	
*College of the Siskiyous	88,712	1,200	89,912	
Solano County	99,500	0	99,500	
Sonoma County	115,296	0	115,296	
Southwestern	116,112	0	116,112	
*State Center	130,803	1,141	131,944	
* Fresno City	102,402	1,141	103,543	
* Kings River	102,402	1,141	103,543	
*Ventura County	125,000	0	125,000	
* Moorpark	102,000	0	102,000	
* Oxnard	102,000	0	102,000	
* Ventura	102,000	0	102,000	
*Victor Valley	105,336	2,400	107,736	
*West Hills	99,606	0	99,606	
West Kern	87,675	0	87,675	
West Valley-Mission	115,000	0	115,000	
* Mission	95,000	0	95,000	
* West Valley	105,000	0	105,000	Interim
Yosemite	109,002	0	109,002	
Columbia	83,849	0	83,849	
Modesto Junior	87,473	0	87,473	
Yuba	98,000	2,000	100,000	